



# Our values – guided worksheet

---

Empowerment



Dignity



Acceptance



Justice



Diversity



**Empowerment · Dignity · Acceptance · Justice · Diversity**

*These are not abstract ideals. They are commitments we make, again and again, in every interaction.*

## How to use this worksheet

Each page explores one of Integrity Initiative's five core values. Take your time with each one. There are no right or wrong answers, only honest ones. This is a space for genuine reflection, not performance. It is a reflective activity for you (and which you do not have to share with anyone!).'

*You might find it helpful to sit with one value at a time, rather than working through the whole worksheet at once. Return to it. Let it change as you do.*

# Empowerment

---



*“Empowerment more than just tools and knowledge. It is access, power, and rebalancing that power. It is the refusal to sit in helplessness and the refusal to remain complicit”*

Empowerment is about giving people the tools - **in a way that works for them** - to create change, to engage with what matters to them, and to speak on their own terms. It is not given from above. It is cultivated together.

## What does Empowerment mean to me?

1. When have you felt truly empowered? What made that possible?
2. What gets in the way of empowerment — for yourself, or for the people you support?
3. What does it mean to empower someone without taking over their voice?
4. How do you want to feel empowered in your role at Integrity Initiative?

## In my own words, empowerment means...

---

---

## I have experienced empowerment in my life when...

---

---

## In my role at Integrity Initiative, I can bring empowerment by...

---

---

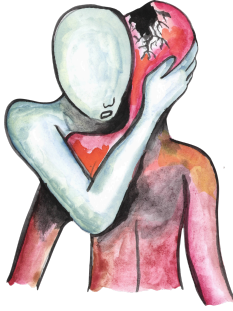
**One thing I want to challenge myself on in relation to empowerment is...**

**Right now, I feel this value is reflected in...**

<input type="checkbox"/> Strongly <input type="checkbox"/> Somewhat <input type="checkbox"/> Not yet	<input type="checkbox"/> Strongly <input type="checkbox"/> Somewhat <input type="checkbox"/> Not yet
<i>My own actions and choices</i>	<i>My interactions with the people I support</i>

**My commitment to Empowerment**

*One specific way I will practise empowerment in my role this month is...*



# Dignity

---

*“Delivering dignity to those stripped of it.”*

Dignity is treating every person as exactly that: a person. Not a case number, a diagnosis, or a problem to manage. It is the foundation on which all of our work rests.

## What does Dignity mean to me?

5. What does dignity look like to you in everyday interactions?
6. Have you ever experienced a moment where your dignity was not upheld? How did that feel?
7. What are some small ways dignity can be either upheld or eroded in care settings?
8. How do you want people to feel after interacting with you at Integrity Initiative?

## In my own words, dignity means...

---

---

## I have experienced dignity in my life when...

---

---

## In my role at Integrity Initiative, I can bring dignity by...

---

---

**One thing I want to challenge myself on in relation to dignity is...**

---

---

**Right now, I feel this value is reflected in...**

<input type="checkbox"/> Strongly <input type="checkbox"/> Somewhat <input type="checkbox"/> Not yet	<input type="checkbox"/> Strongly <input type="checkbox"/> Somewhat <input type="checkbox"/> Not yet
<i>My own actions and choices</i>	<i>My interactions with the people I support</i>

**My commitment to Dignity**

*One specific way I will uphold dignity in my role this month is...*

---

---

# Acceptance

---



*“To be witnessed, without being fixed. To be with, to allow messiness, and to learn from falling.”*

Acceptance is being met without judgement, as you are, not as others wish you were. It is the space that makes honesty possible. It is not passive it is an active choice to hold people with openness.

## What does Acceptance mean to me?

9. What does it feel like to be truly accepted? Can you remember a time you experienced that?
10. Are there parts of yourself or your experiences you find hard to accept? You don't need to name them — just notice them.
11. What is the difference between accepting someone and agreeing with them?
12. How can acceptance and accountability exist at the same time?

## In my own words, acceptance means...

---

---

## I have experienced acceptance in my life when...

---

---

## In my role at Integrity Initiative, I can bring acceptance by...

---

**One thing I want to challenge myself on in relation to acceptance is...**

**Right now, I feel this value is reflected in...**

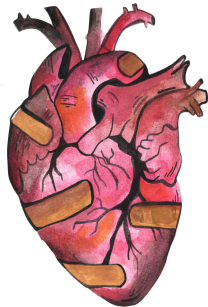
<input type="checkbox"/> Strongly <input type="checkbox"/> Somewhat <input type="checkbox"/> Not yet	<input type="checkbox"/> Strongly <input type="checkbox"/> Somewhat <input type="checkbox"/> Not yet
<i>My own actions and choices</i>	<i>My interactions with the people I support</i>

**My commitment to Acceptance**

*One specific way I will practise acceptance in my role this month is...*

# Justice

---



*“Justice is fundamental. It is hard, uncomfortable and exhausting, not smooth or simple. It is questioning EVERY. SINGLE. DAY. Wondering if it’s worth it... but it is.”*

Justice is not about punishment, it is about equity, safety, and the right of every person to be treated fairly. It is what we work toward when we name what is wrong and refuse to look away.

## What does Justice mean to me?

13. What injustices — in mental health, in society, or in your own life — brought you to this work?
14. What is the difference between justice and charity? Why does that distinction matter?
15. Where do you see injustice in the systems that are supposed to support people?
16. How do you hold the emotional weight of working toward justice without losing yourself?

## In my own words, justice means...

---

---

## I have experienced justice in my life when...

---

---

## In my role at Integrity Initiative, I can bring justice by...

---

**One thing I want to challenge myself on in relation to justice is...**

**Right now, I feel this value is reflected in...**

<input type="checkbox"/> Strongly <input type="checkbox"/> Somewhat <input type="checkbox"/> Not yet	<input type="checkbox"/> Strongly <input type="checkbox"/> Somewhat <input type="checkbox"/> Not yet
<i>My own actions and choices</i>	<i>My interactions with the people I support</i>

**My commitment to Justice**

*One specific way I will advocate for justice in my role this month is...*

# Diversity

---



*“Diversity extends beyond tokenism. It is all around us, yet rarely held.”*

Diversity is not a quota or a checkbox. It is the recognition that difference, of experience, identity, perspective, and background. Diversity is the disagreement within a room that exists alongside respect. Grounded in shared passion to make our work better, our communities stronger, and our understanding of the world more whole.

## **What does Diversity mean to me?**

17. What aspects of your own identity or experience feel most relevant to this work?
18. Are there experiences or perspectives you feel less familiar with? How do you hold that with curiosity rather than anxiety?
19. What does genuine inclusion look and feel like to you — beyond surface representation?
20. How can we at Integrity Initiative make sure diverse voices are not just present, but genuinely heard?

## **In my own words, diversity means...**

---

---

## **I have experienced diversity in my life when...**

---

---

**In my role at Integrity Initiative, I can bring diversity by...**

**One thing I want to challenge myself on in relation to diversity is...**

**Right now, I feel this value is reflected in...**

<input type="checkbox"/> Strongly <input type="checkbox"/> Somewhat <input type="checkbox"/> Not yet	<input type="checkbox"/> Strongly <input type="checkbox"/> Somewhat <input type="checkbox"/> Not yet
<i>My own actions and choices</i>	<i>My interactions with the people I support</i>

**My commitment to Diversity**

*One specific way I will honour diversity in my role this month is...*

---

---